



Cultural Diversity and Cultural Diversity Policies

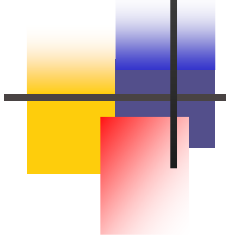
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Overview of our 'Engine' Learning Points

- A shift in the conceptualization of cultural diversity
- Dynamic conceptualizations of cultural identities under globalization
- A critical perspective on cultural diversity policies
- Towards a new form of interrelatedness

Conceptualizing Cultural Diversity



- From a traditional view on culture
 - “an integrated, neatly fitting together whole, distinctive to different human collectivities, that are linked to territories”
- Towards a relational view
 - “culture and its meaning are socially constructed through practices and within the relationships among people and between groups”

Conceptualizing Cultural Diversity

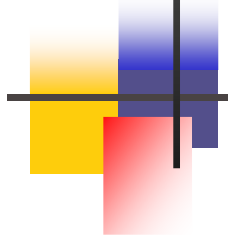


- From acknowledging difference towards legitimating difference
 - Identity is relational, flexible, plural and negotiable
 - Intensive contact with each other through globalization
 - Positive feature of contemporary society



Towards Dynamic Conceptualizations

- A repertoire of new concepts
 - Hybridity, creolization, synergy, mestizaje, third cultures, bricolage, transculturation, mélange, ...
- Common features
 - Cultural mixture within asymmetrical power relations
 - Mixture as a social *act* in a local setting, rather than a cultural *fact*



Future Challenge

- Diversity as potential of both creativity and conflict
 - Production of locality occurs in increasingly complex global conditions
- Re-invent forms of interrelatedness that recognize and value difference



A Critical Perspective on Cultural Diversity Policies

- Segregation
 - One or more cultural groups are separated from the rest of society on one or multiple domains
 - Becomes unacceptable in democratic societies
- Assimilation
 - Minority groups are expected to assimilate or absorb social and cultural characteristics of the majority
 - Respect for cultural difference?



A Critical Perspective on Cultural Diversity Policies

- Integration
 - Accommodation process of other cultural groups in which they do not have to abandon their cultural background
 - sameness in public space: equality of opportunity for the individual
 - difference in the private spaces: tolerance for cultural group differences
- Neutrality of public space?



A Critical Perspective on Cultural Diversity Policies

- Assumptions
 - Identity based on fixed cultural background *versus* fluid, multiple and hybrid identities
 - Long-term settlement or back to home country *versus* multidirectional migration flows and contacts
 - Acculturation as a linear process *versus* context of international networks
 - Context as homogeneous and fixed *versus* heterogeneous and instable



Towards a New Form of Interrelatedness

- Negotiation process
 - Start from a common issue, rather than a common goal
 - Search for compatibility of actions, rather than common values
 - Interpersonal approach of non-ethnicization



Conclusion

Questions...

- Limitations because of existing asymmetrical power relations?
- Importance of negotiation skills?
- At which level is negotiation required?
- Incompatibility of actions?
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